



**Policy 1301 Legislative Policy and
Community Affairs
Procedure 1301.12 Tribal Governments**

Effective: 08/13/2013

Replaces: 1301.12

Dated: 09/05/2011

Purpose:

The Arizona Department of Juvenile Corrections (ADJC) recognizes the unique status of tribal governments as being sovereign nations and is committed to the government-to-government relationships with Arizona's tribal governments. In the pursuit of cooperation with tribes represented in our juvenile populations, ADJC shall not conduct any business activities within Indian country without the knowledge and expressed consent of appropriate tribal official(s).

Rules:

1. The **ADJC TRIBAL LIAISON**, with oversight by the agency Director, shall act as the agency's contact person with tribes represented in our juvenile populations.
2. **ADJC** shall:
 - a. Assure a healthier organization that positively impacts the juveniles, families, and communities we serve by ensuring a Safe Environment; Positive Communications; Respect; and Responsibility;
 - b. Provide cultural awareness training for all employees to ensure cultural sensitivity/awareness in their interactions with juveniles and employees of diverse cultural backgrounds;
 - c. Continue to allow juvenile corrections officers from Arizona tribes to participate in the ADJC Pre-Service Academy and In-Service Training for direct juvenile contact officers; and
 - d. Ensure that all juveniles adjudicated to its jurisdiction have equal access to participate in programs, services, and activities which promote their rehabilitation; without regard to race, color, national origin, sex, sexual orientation, religion, or disability.
3. **ADJC** is committed to the spirit of the Indian Child Welfare Act (ICWA) law and shall consult with tribes when out-of-home placement is being considered for tribal juveniles.
4. **ADJC** shall ensure that all its employees, prospective employees, volunteers, interns, and registry workers are treated equitably and fairly with respect to employment, classification and compensation, benefits, terms and conditions of employment, assignments, promotions, grievances, and disciplinary actions; without regard to race, color, national origin, sex, sexual orientation, religion, disability, age, or veteran status.
5. **ADJC** shall continue to work with tribal governments and American Indian community services agencies to recruit qualified candidates for consideration to fill job vacancies.

Effective Date

08/13/2013

Approved by

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Charles Flanagan, Director